

1. IDENTIFICATION OF ESSENTIAL & TECHNICAL SKILLS NEEDED BY BUSINESS/INDUSTRY

- A.** Regional development in identifying the essential technical skills needed by Business/Industry within each region is monumental. A statewide-developed curriculum often does not meet the local needs of skill sets needed in our fast changing requirements of workforce development. The training needs of Rural Missouri are often different to those of Urban Missouri. Additionally, the skill sets needed in one rural area can be different to that of another rural area, etc.
- B.** Regional driven and managed workforce development enhances the use of local Business/Industry, Educators and Economical Developers combining their resources in a united effort for their regions workforce and economical development.

2. DEVELOPING THE EDUCATIONAL & TRAINING PORTIONS OF THIS “STATE OF THE WORKFORCE REPORT”.

- A.** A regional driven and managed educational and training Workforce Development Program requires “Fast Response” with the technical training needed by Business & Industry. These varieties of training and educational needs change over a 2-year cycle average. Utilizing a regional workforce development board consisting of active leaders from Business/Industry, Educators, WIB, Business Assistant Providers and Economical Developers can provide immediate needs to the educational and training curriculum.
- B.** Our education and training requirements will not be meet unless we are prepared to up grade our teacher/trainer qualifications and accountability. Increases in teacher’s pay is necessary. But, increases in teacher’s pay without defined accountability, qualification guidelines and standards are useless. Qualifications for teacher/trainer preparedness should include “Time in the Workplace”. This hands-on experience will promote a better understanding of the community/regional needs of the workplace.
- C.** A program to educate the public/parents on the benefits and job opportunities for our children and parents in Advanced Manufacturing Technical and Skilled Trades.
- D.** Link Vo-Tech, Community Colleges with programs of 2 years certifications that are recognized by our State Universities as 2 years certification toward a 4-year degree. (State wide)

3. DEVELOP AN EDUCATION SCORE CARD

- A.** If we are to reach some level of expectation of retaining jobs and promoting New Jobs in Missouri, the measurement of how successful we have been is in the Workplace. Ability and skill level of a person at entry level in the work place becomes the “real world test” of how effective those school years have been. School test scores seldom give true evidence of the students’ real world abilities. The number of students entering higher education without the basic skills only produce degreed students with high pay expectations with minimal abilities. Scorecards should be scored at the Regional level by the user of the product – The Employer. Business Assistance Providers can be selected to collect and organize this information, providing an independent collection point.
- B.** We must recognize that we have three (3) major elements of the states workforce requiring immediate attention.
- (1) Unskilled, misplaced workers without jobs.
 - (2) Under skilled employed workers not meeting new business demands in the workplace.
 - (3) Vo-Tech, Community College trained and University degreed students entering the work place with limited ability to meet basic requirements of High Tech or Advanced Manufacturing.